

RATIONALE FOR EMPHASIS ON PROMOTION OPPORTUNITY  
IN SUPERGRADE AND OTHER TOP AREAS OF DDO

1. One objective of RIF was to encourage younger officers by opening and regularizing promotion flow--greater numbers and less fluctuation.
2. Another objective was to reduce unnecessary levels of supervision.
3. Reducing the number of supergrade positions in order to lessen overhead automatically reduces promotion flow and therefore achieves one objective only at the expense of the other.
4. It is essential, therefore, that we prove the sincerity of our intentions re promotion by immediately achieving an increased but sustainable promotion flow; even though this means additional supergrade/GS 13-15 cuts.
5. In short, if we don't adhere to both objectives, we will alienate both the older and younger groups and, while we will improve operational efficiency through less overhead, we will not be building the foundation we need for the DDO of the next decade.
6. I am persuaded that our quality supergrade people will appreciate the importance of achieving these objectives; those who don't are the ones who will leave us in another year or so anyway because of the "high three" issue.